

Santa Cruz, CA

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

JANUS OF SANTA CRUZ

and

Case 32-CA-226320

NATIONAL UNION OF HEALTHCARE
WORKERS

ORDER

On July 12, 2019, Administrative Law Judge Gerald M. Etchingham of the National Labor Relations Board issued his decision in the above-entitled proceeding, and, on the same date, the proceeding was transferred to and continued before the Board in Washington, D.C. The Administrative Law Judge found that the Respondent has engaged in certain unfair labor practices and recommended that it take specific action to remedy such unfair labor practices.

No statement of exceptions having been filed with the Board, and the time allowed for such filing having expired,

Pursuant to Section 10(c) of the National Labor Relations Act, as amended, and Section 102.48 of the National Labor Relations Board Rules and Regulations, the Board adopts the findings and conclusions of the Administrative Law Judge as contained in his decision, and orders that the Respondent, Janus of Santa Cruz, a non-profit California corporation with facilities in the County of Santa Cruz, California, its officers, agents, successors, and assigns, shall take the action set forth in the recommended Order of the Administrative Law Judge.

Dated, Washington, D.C., August 23, 2019.

By direction of the Board:

/s/ Leigh A. Reardon

Associate Executive Secretary